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INQUIRIES

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EARNINGS AND HOURS OF EMPLOYEES, OCTOBER 1976
(PRELIMINARY)

Main Features

- Estimated average weekly earnings of all adult employees (including part-time workers) in the last pay-period in October 1976 were \$196.80 for males and \$134.90 for females.
- Estimated average weekly earnings and hours for full-time non-managerial employees were as follows, (changes since October 1975 being shown in brackets):
 - Adult males \$187.50 (+\$23.10 or 14 per cent) for 40.6 hours (no change)
 - Junior males \$100.50 (+\$13.40 or 15 per cent) for 39.7 hours (+0.1)
 - Adult females \$152.10 (+\$21.80 or 17 per cent) for 38.1 hours (-0.3)
 - Junior females \$96.80 (+\$13.20 or 16 per cent) for 38.5 hours (-0.3)
- Average overtime earnings for full-time non-managerial adult males were \$16.20 and average overtime hours were 2.4. Average ordinary time earnings and hours were \$171.40 and 38.2.
- Average weekly earnings for full-time non-managerial adult males ranged from \$254.30 in mining to \$160.40 in retail trade, and from \$222.40 in the Northern Territory to \$178.60 in South Australia.

2. Average weekly earnings figures for males in this statement are not directly comparable with estimates of average weekly earnings per employed male unit published in the quarterly statement Reference No. 6.18, since they relate to only one pay-period in October, not to the average for a quarter, and their scope is less extensive. (See paragraph 3.)

Scope of survey

3. All wage and salary earners were represented except —

members of the defence forces,
employees in agriculture,
employees in private households employing staff,
waterside workers employed on a casual basis,
persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample payroll tax was payable by employers in the States paying more than \$800 a week in wages and salaries (\$400 a week in the Territories). In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.

Coverage

4. The survey covered all Australian and State Government departments and authorities and stratified random samples of local government authorities, non-government hospitals (not subject to payroll tax) and other private employers.

Industry classification

5. The industry classification used for the survey is the Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition)* 1969, Vol. 1.

EXPLANATORY NOTES

Introduction

This statement contains a summary of the preliminary results of a survey of private and government employees conducted in respect of the last pay-period in October 1976. Some comparative figures are also shown for October 1975. Detailed results of the October 1976 Survey will be published as soon as possible in *Earnings and Hours of Employees, October 1976* (Reference No. 6.40). In the meantime additional statistics will be available on request.

Definitions

6. *Adult employees* comprise employees 21 years of age and over and employees under 21 years of age who are paid at the adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

7. *Full-time employees* are employees who *ordinarily* work 30 hours or more a week, and *part-time employees* are those who *ordinarily* work less than 30 hours a week.

8. For private employees, *non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who for the private sector, were not further defined. For government employees, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). The allocation of employees to these two classifications may have varied for individual private employers and between employers in the private and government sectors, with consequent effects on survey results.

9. *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It includes *overtime earnings*, which refer to that part of gross weekly earnings for hours paid for in excess of award, standard or agreed hours of work, and *ordinary time earnings*.

10. *Weekly hours paid for* refers to the hours for which payment was made. It includes *overtime hours*, which refers to hours in excess of award, standard or agreed hours of work, and *ordinary time hours*.

Reliability of estimates

11. As the survey was based on a sample of employers the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

NOTE. Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between totals and sums of components in tables are due to rounding.

Related Publications

Users may also wish to refer to the following earnings and income publications which are available on request: *Earnings and Hours of Employees, Distribution and Composition* (Reference No. 6.52) and Preliminary Statement (Reference No. 6.47) – results of sample survey conducted each May. *Average Weekly Earnings, Quarterly* (Reference No. 6.18), and Preliminary Statement (Reference No. 6.48). *Wage Rates Indexes (Preliminary)* (Reference No. 6.37), and *Wage Rates and Earnings* (Reference No. 6.16) – monthly.

Australian Bureau of Statistics
Canberra, A.C.T.

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TABLE 1. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a)

| | October 1976 | | | | | | | | | October 1975 | Percentage increase (b) |
|----------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------------------|
| | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | N.T. | A.C.T. | Aust. | Aust. | % |
| | - \$ - | | | | | | | | | | % |
| Males | 190.10 | 192.10 | 183.00 | 177.60 | 186.40 | 181.50 | 214.70 | 232.30 | 188.80 | 164.90 | 14.5 |
| Adults | 197.40 | 199.90 | 192.10 | 186.30 | 195.00 | 189.30 | 221.50 | 240.40 | 196.80 | 171.80 | 14.6 |
| Juniors | 91.40 | 89.70 | 94.20 | 88.90 | 89.30 | 97.30 | 98.90 | 88.10 | 91.10 | 79.20 | 15.0 |
| Full-time employees | 196.40 | 198.80 | 187.80 | 183.30 | 194.30 | 188.20 | 220.30 | 239.50 | 195.10 | 171.20 | 14.0 |
| Adults | 203.00 | 205.30 | 196.30 | 190.90 | 202.30 | 196.20 | 225.70 | 245.60 | 202.20 | 177.50 | 13.9 |
| Juniors | 100.40 | 101.50 | 101.20 | 97.80 | 98.50 | 101.30 | 113.40 | 106.20 | 100.50 | 87.10 | 15.4 |
| Females | 128.60 | 129.70 | 120.80 | 122.30 | 115.20 | 116.70 | 150.20 | 153.10 | 126.30 | 109.30 | 15.6 |
| Adults | 136.20 | 137.40 | 131.90 | 131.80 | 122.30 | 125.30 | 156.40 | 160.20 | 134.90 | 116.30 | 16.0 |
| Juniors | 81.40 | 85.50 | 82.30 | 82.00 | 80.10 | 87.10 | 82.50 | 79.90 | 81.80 | 73.20 | 11.8 |
| Full-time employees | 147.70 | 146.30 | 138.50 | 140.30 | 136.60 | 143.00 | 162.00 | 168.60 | 145.00 | 124.40 | 16.6 |
| Adults | 155.30 | 154.80 | 154.10 | 154.20 | 147.10 | 159.20 | 167.00 | 175.00 | 154.90 | 133.00 | 16.5 |
| Juniors | 100.40 | 99.80 | 92.00 | 91.50 | 94.40 | 93.30 | 102.50 | 99.10 | 96.70 | 83.60 | 15.8 |
| Persons | 168.70 | 170.70 | 163.20 | 158.30 | 162.00 | 161.90 | 192.00 | 200.80 | 167.30 | 146.00 | 14.6 |
| Adults | 177.20 | 179.70 | 174.90 | 168.70 | 171.70 | 169.70 | 199.00 | 209.20 | 176.90 | 154.10 | 14.8 |
| Juniors | 86.20 | 87.50 | 87.90 | 85.20 | 84.60 | 89.60 | 91.50 | 83.80 | 86.20 | 76.00 | 13.4 |
| Full-time employees | 181.70 | 183.00 | 174.30 | 170.70 | 177.80 | 176.30 | 201.20 | 214.20 | 180.30 | 157.30 | 14.6 |
| Adults | 189.40 | 191.20 | 186.30 | 181.40 | 188.00 | 187.80 | 207.00 | 221.10 | 189.30 | 165.40 | 14.5 |
| Juniors | 100.40 | 100.70 | 96.40 | 94.50 | 96.50 | 97.20 | 108.80 | 102.50 | 98.50 | 85.30 | 15.5 |

(a) Total private and government employees including managerial, executive, etc., staff. See paragraph 8 page 2. (b) Percentage increase October 1976 over October 1975.

TABLE 2. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES

| | Adult Males | | | | | | | | | |
|-------------------------------|--------------|-----------------|------------------|--------|--------------|--------------|---------------|--------------|----------------|--------------|
| | Oct. 1975 | Oct. 1976 | | | Junior Males | | Adult Females | | Junior Females | |
| | Total | Overtime (a) | Ordinary time | Total | Oct. 1975 | Oct. 1976 | Oct. 1975 | Oct. 1976 | Oct. 1975 | Oct. 1976 |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | |
| New South Wales | 166.10 | 16.00 | 172.20 | 188.30 | 86.60 | 100.40 | 128.60 | 152.30 | 85.10 | 100.40 |
| Victoria | 165.40 | 16.80 | 172.00 | 188.80 | 89.60 | 101.50 | 132.70 | 151.60 | 87.20 | 99.80 |
| Queensland | 159.30 | 15.70 | 170.20 | 185.90 | 86.30 | 101.20 | 127.60 | 155.20 | 79.60 | 92.00 |
| South Australia | 154.40 | 12.40 | 166.20 | 178.60 | 85.00 | 97.80 | 125.20 | 151.40 | 79.00 | 91.50 |
| Western Australia | 168.60 | 21.10 | 169.40 | 190.50 | 84.40 | 98.50 | 130.90 | 149.30 | 79.90 | 94.40 |
| Tasmania | 160.60 | 12.90 | 170.00 | 182.80 | 86.20 | 101.30 | 138.10 | 156.40 | 82.40 | 93.30 |
| Northern Territory | 186.60 | 30.60 | 191.80 | 222.40 | 102.90 | 113.40 | 155.30 | 162.20 | 116.20 | 102.50 |
| Australian Capital Territory | 183.50 | 11.20 | 202.30 | 213.50 | 95.40 | 106.20 | 141.80 | 170.40 | 89.40 | 99.10 |
| Australia | 164.40 | 16.20 | 171.40 | 187.50 | 87.10 | 100.50 | 130.30 | 152.10 | 83.60 | 96.80 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | |
| New South Wales | 40.6 | 2.4 | 38.1 | 40.4 | 39.5 | 39.6 | 38.3 | 37.9 | 38.7 | 38.7 |
| Victoria | 40.8 | 2.5 | 38.5 | 41.0 | 39.9 | 39.8 | 38.6 | 38.7 | 38.8 | 38.8 |
| Queensland | 40.1 | 2.3 | 38.2 | 40.5 | 39.3 | 39.6 | 38.4 | 38.4 | 38.7 | 38.6 |
| South Australia | 40.3 | 2.0 | 38.5 | 40.5 | 39.5 | 39.8 | 38.4 | 38.6 | 38.7 | 38.6 |
| Western Australia | 41.4 | 3.1 | 38.2 | 41.3 | 39.9 | 39.9 | 38.7 | 38.8 | 39.0 | 39.1 |
| Tasmania | 40.3 | 1.9 | 38.5 | 40.4 | 39.3 | 39.9 | 37.8 | 38.3 | 39.1 | 39.4 |
| Northern Territory | 41.6 | 4.3 | 38.6 | 42.9 | 41.9 | 42.4 | 37.4 | 38.3 | 38.2 | 38.0 |
| Australian Capital Territory | 39.8 | 1.7 | 38.2 | 40.0 | 39.7 | 40.3 | 37.7 | 37.4 | 38.0 | 38.3 |
| Australia | 40.6 | 2.4 | 38.2 | 40.6 | 39.6 | 39.7 | 38.4 | 38.1 | 38.8 | 38.5 |
| AVERAGE HOURLY EARNINGS (\$) | | | | | | | | | | |
| New South Wales | 4.10 | 6.77 | 4.52 | 4.65 | 2.19 | 2.54 | 3.36 | 4.02 | 2.20 | 2.59 |
| Victoria | 4.05 | 6.61 | 4.47 | 4.61 | 2.24 | 2.55 | 3.43 | 3.92 | 2.25 | 2.57 |
| Queensland | 3.98 | 6.82 | 4.46 | 4.61 | 2.20 | 2.56 | 3.32 | 4.04 | 2.06 | 2.38 |
| South Australia | 3.83 | 6.21 | 4.32 | 4.41 | 2.15 | 2.46 | 3.26 | 3.92 | 2.04 | 2.37 |
| Western Australia | 4.07 | 6.77 | 4.43 | 4.61 | 2.11 | 2.47 | 3.38 | 3.85 | 2.05 | 2.41 |
| Tasmania | 3.99 | 6.69 | 4.41 | 4.52 | 2.20 | 2.54 | 3.65 | 4.08 | 2.11 | 2.37 |
| Northern Territory | 4.49 | 7.18 | 4.97 | 5.12 | 2.46 | 2.68 | 4.16 | 4.23 | 3.05 | 2.70 |
| Australian Capital Territory | 4.61 | 6.54 | 5.29 | 5.34 | 2.40 | 2.63 | 3.76 | 4.55 | 2.35 | 2.59 |
| Australia | 4.05 | 6.69 | 4.49 | 4.62 | 2.20 | 2.53 | 3.39 | 3.99 | 2.16 | 2.51 |

(a) Average overtime earnings and hours paid for are averages for all employees represented in the survey.

TABLE 3. AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA

| | <i>Adult Males</i> | | <i>Junior Males</i> | | <i>Adult Females</i> | | <i>Junior Females</i> | |
|-------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | <i>October 1975</i> | <i>October 1976</i> | <i>October 1975</i> | <i>October 1976</i> | <i>October 1975</i> | <i>October 1976</i> | <i>October 1975</i> | <i>October 1976</i> |
| | | | | | | | | |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | |
| Overtime (a) | 14.10 | 16.20 | 3.70 | 4.30 | 3.20 | 3.20 | 1.30 | 1.40 |
| Ordinary time (a) | 150.30 | 171.40 | 83.40 | 96.20 | 127.20 | 148.90 | 82.30 | 95.50 |
| Total | 164.40 | 187.50 | 87.10 | 100.50 | 130.30 | 152.10 | 83.60 | 96.80 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | |
| Overtime (a) | 2.4 | 2.4 | 1.1 | 1.1 | 0.7 | 0.6 | 0.4 | 0.4 |
| Ordinary time (a) | 38.2 | 38.2 | 38.5 | 38.6 | 37.8 | 37.5 | 38.3 | 38.2 |
| Total | 40.6 | 40.6 | 39.6 | 39.7 | 38.4 | 38.1 | 38.8 | 38.5 |

(a) Average overtime and ordinary time earnings and hours paid for are averages for all employees represented in the survey.

TABLE 4. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, OCTOBER 1976

| Manufacturing | | | | | | | | | | | |
|---|-----------------------------------|--|-----------------------------|--|----------------------------|--|----------------------------------|--|--------|---------------------------------|----------------------------|
| Metal products, machinery and equipment | | | | | | | | | | | |
| | Food, beverages and tobacco | Textiles; clothing and footwear | Paper, printing, etc. | Chemical, petroleum and coal products | Basic metal products | Fabricated metal products; other mach- inery, etc. | Transport equipment | Total | Other | Total manufact- uring | |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 179.10 | 162.40 | 190.30 | 199.20 | 196.40 | 174.70 | 176.20 | 179.90 | 172.50 | 179.40 | |
| Junior males | 99.60 | 95.20 | 105.00 | 110.10 | 109.70 | 93.70 | 96.60 | 97.60 | 91.00 | 97.10 | |
| Adult females | 136.60 | 124.40 | 135.70 | 143.20 | 152.30 | 132.60 | 139.60 | 135.60 | 133.20 | 133.00 | |
| Junior females | 92.70 | 82.90 | 86.80 | 99.30 | 106.10 | 93.00 | 95.00 | 94.80 | 92.90 | 89.60 | |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | | |
| Adult males | 42.0 | 41.6 | 41.0 | 40.4 | 41.3 | 41.4 | 40.9 | 41.2 | 41.7 | 41.4 | |
| Junior males | 40.3 | 39.8 | 40.2 | 39.2 | 38.7 | 39.6 | 39.2 | 39.3 | 39.5 | 39.6 | |
| Adult females | 39.2 | 38.2 | 39.4 | 38.7 | 39.3 | 38.8 | 39.4 | 39.0 | 38.9 | 38.8 | |
| Junior females | 39.1 | 38.6 | 39.3 | 38.4 | 39.3 | 38.9 | 38.8 | 39.0 | 38.8 | 38.9 | |
| AVERAGE HOURLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 4.26 | 3.91 | 4.64 | 4.93 | 4.76 | 4.22 | 4.31 | 4.37 | 4.13 | 4.34 | |
| Junior males | 2.47 | 2.39 | 2.61 | 2.81 | 2.83 | 2.36 | 2.46 | 2.48 | 2.31 | 2.46 | |
| Adult females | 3.48 | 3.26 | 3.44 | 3.70 | 3.88 | 3.41 | 3.54 | 3.48 | 3.43 | 3.43 | |
| Junior females | 2.37 | 2.15 | 2.21 | 2.58 | 2.70 | 2.39 | 2.45 | 2.43 | 2.39 | 2.31 | |
| Non-manufacturing | | | | | | | | | | | |
| | Mining | Electricity, gas and water | Constr- uction | Wholesale trade | Retail trade | Transport and storage; communi- cation | Finance, business services | Public adminis- tration, etc. | Other | Total non-manuf- acturing | Total all industries |
| AVERAGE WEEKLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 254.30 | 200.00 | 184.60 | 171.10 | 160.40 | 197.00 | 186.10 | 206.30 | 174.50 | 192.10 | 187.50 |
| Junior males | 140.60 | 112.90 | 111.20 | 97.40 | 90.50 | 104.80 | 106.60 | 107.30 | 105.90 | 102.10 | 100.50 |
| Adult females | 166.60 | 158.40 | 140.80 | 137.80 | 135.80 | 159.10 | 149.90 | 173.60 | 138.90 | 158.50 | 152.10 |
| Junior females | 110.60 | 107.40 | 96.90 | 93.40 | 88.10 | 102.00 | 101.50 | 106.00 | 88.70 | 97.60 | 96.80 |
| AVERAGE WEEKLY HOURS PAID FOR | | | | | | | | | | | |
| Adult males | 41.4 | 40.4 | 40.6 | 40.6 | 41.1 | 41.3 | 39.3 | 38.7 | 41.3 | 40.3 | 40.6 |
| Junior males | 39.9 | 39.0 | 39.7 | 40.3 | 40.7 | 39.7 | 39.3 | 37.8 | 40.8 | 39.8 | 39.7 |
| Adult females | 39.0 | 37.1 | 38.2 | 38.6 | 39.4 | 39.2 | 37.9 | 37.3 | 38.4 | 38.1 | 38.1 |
| Junior females | 39.1 | 37.2 | 38.3 | 39.0 | 39.8 | 39.4 | 38.6 | 37.9 | 37.9 | 38.4 | 38.5 |
| AVERAGE HOURLY EARNINGS (\$) | | | | | | | | | | | |
| Adult males | 6.14 | 4.95 | 4.55 | 4.22 | 3.91 | 4.77 | 4.73 | 5.33 | 4.23 | 4.77 | 4.62 |
| Junior males | 3.52 | 2.90 | 2.80 | 2.41 | 2.22 | 2.64 | 2.71 | 2.84 | 2.60 | 2.57 | 2.53 |
| Adult females | 4.27 | 4.27 | 3.69 | 3.58 | 3.44 | 4.06 | 3.95 | 4.65 | 3.62 | 4.16 | 3.99 |
| Junior females | 2.83 | 2.89 | 2.53 | 2.40 | 2.22 | 2.59 | 2.63 | 2.80 | 2.34 | 2.54 | 2.51 |

TABLE 5. AVERAGE WEEKLY EARNINGS MANAGERIAL, EXECUTIVE, ETC. STAFF (a), OCTOBER 1976 (\$)

| TOTAL ALL INDUSTRIES | | | | | | | | |
|----------------------|---------------|-------------|------------|-------------|-------------|-------------|------------------|------------------|
| | <i>Males</i> | | | | | | | <i>Females</i> |
| | <i>N.S.W.</i> | <i>Vic.</i> | <i>Qld</i> | <i>S.A.</i> | <i>W.A.</i> | <i>Tas.</i> | <i>Aust. (b)</i> | <i>Aust. (b)</i> |
| October 1975 | 259.30 | 255.80 | 236.50 | 235.60 | 244.20 | 237.30 | 253.50 | 194.60 |
| October 1976 | 289.00 | 287.20 | 260.90 | 276.60 | 276.50 | 273.30 | 284.30 | 217.80 |

(a) Private and government managerial, executive, professional and higher supervisory staff. See paragraph 8, page 2. (b) Includes the Northern Territory and the Australian Capital Territory. Separate details for the Territories are not available.